

## Jill S. Kirila

### Partner

#### Columbus

T +1 614 365 2772

#### Miami

T +1 305 577 7000

[jill.kirila@squirepb.com](mailto:jill.kirila@squirepb.com)

### Languages spoken

English | Spanish



## About Jill

Jill Kirila combines a focus on results with a client-centric approach to serving clients in a broad range of industries, including technology, retail, manufacturing, healthcare and financial services.

Jill partners with clients to understand their business objectives, see beyond the legal issues and formulate a practical, real-world approach to solving labor and employment problems. She draws on her extensive multistate counseling and litigation experience before federal and state courts and administrative agencies to design early, aggressive litigation and litigation avoidance strategies that combine creativity, commitment to understanding the client's business and the client's ultimate goals. She has counseled and defended employers against and involving all types of discrimination claims, wage and hour class and collective actions and disputes in federal courts, and executive (including ERISA) benefits and breach of contract claims.

A key part of Jill's practice is advising on executive compensation, benefits and contract matters, from structuring the relationship to executing a removal strategy when necessary, and defending or prosecuting resulting claims, including post-termination non-compete and trade secret breaches. Having represented employers for more than 20 years, she also uses her extensive knowledge of labor and employment law to advise high-level executives and top management teams on the full strategy of executive contract negotiation.

Jill's practice includes advising non-US based companies on establishing or expanding a presence in the US and ensuring the appropriate employment infrastructure and protections are in place. Jill also regularly works with clients and the firm's corporate and tax practitioners on labor and employment matters arising in mergers, acquisitions, restructurings and other business transactions, including union and plant-closing and mass layoff law issues.

Jill helps employers navigate complex challenges related to the increased use of Artificial Intelligence (AI), including protecting confidential information, addressing bias and discrimination, ethical considerations and policy development.

Jill also provides advice and counsel on legal issues unique to government contractors, including compliance with the OFCCP, Service Contract Act, Fair Labor Standards Act and the Davis-Bacon Act.

Jill is listed in *Ohio Super Lawyers*, a distinction honoring the top lawyers in the state. She has also appeared in *The Best Lawyers in America* since 2012.

Jill served as co-chair of our global Labor & Employment practice group from 2016-2024. She is a member of the Georgetown University's Alumni Admissions Committee and is a graduate of the Leadership Columbus class of 2007.

## Experience

- Obtaining numerous summary judgment dismissals for clients in federal court and with appellate court affirmation in cases involving discrimination and related employee claims.
- Representing a 10-person executive management team of a public marketing technology company in the billion-dollar acquisition by private equity.
- Successfully representing a satellite television industry client in multidistrict litigation of nationwide class and collective wage and hour actions involving thousands of plaintiffs.
- Obtaining summary judgment in federal court on all Employee Retirement Income Security Act (ERISA) claims based on separation pay benefits brought against a national insurance company.
- Obtaining multiple temporary restraining orders and preliminary injunctions to enforce non-compete provisions and trade secret restrictions on behalf of several national clients.
- Counseling large multistate clients through company-wide reductions in force and restructurings.
- Representing a national retailer with respect to all labor and employment counseling needs and pre-litigation and litigation matters across the country.
- Developing and executing exit strategies for multiple CEOs of public and privately held clients and defending and prosecuting post-termination claims.
- Representing a major international retailer in a multimillion-dollar ERISA action filed by former executive.

## Credentials

### Education

- Georgetown University, J.D., 1997
- The Ohio State University, B.A., *summa cum laude*, Phi Beta Kappa, 1994

### Admissions

- New York, 2018
- Florida, 2011
- Texas, 2011
- Ohio, 1997

### Courts

- U.S. Ct. of App., Sixth Circuit
- U.S. Dist. Ct., S. Dist. of Ohio
- U.S. Dist. Ct., N. Dist. of Ohio
- U.S. Dist. Ct., S. Dist. of Texas
- U.S. Dist. Ct., S. Dist. of Florida

- U.S. Dist. Ct., Middle Dist. of Florida
- U.S. Dist. Ct., N. Dist. of Indiana

## Memberships & Affiliations

- Member of the Georgetown University's Alumni Admissions Committee
- Serves on the board of Catholic Social Services

## Recognitions

- Recognized in *Columbus CEO* magazine's 2023 Top Lawyers in the Columbus area
- Selected by *National Law Journal* to its inaugural 2019 Employment Trailblazers List
- Regularly named in *The Best Lawyers in America*, including being recognized as Lawyer of the Year for 2017 Columbus Employment Law – Individuals
- Graduate of the Leadership Columbus class of 2007

## Expertise

### Services

- Labor & Employment
- Litigation
- Intellectual Property & Technology
- Restructuring & Insolvency

### Industries

- Healthcare
- Industrial Products

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.